



Maynooth University Ollscoil Mhá Nuad

Department of Geography / ICARUS Climate Research Centre

Professor A - Climate Change (Permanent)

The Senior Academic Leadership Initiative

Ireland recognises that for Higher Education Institutions (HEIs) to perform to their full potential, they need to address the persistent under-representation of women at senior academic levels and increase the numbers of female senior academics in decision-making processes in HEIs. Ireland aims to be a 'world-leading country for gender equality in higher education by 2026' as stated in the government's Gender Equality Taskforce Action Plan 2018-2020.

Now, Ireland is leading the drive to accelerate gender balance at the highest point of the academic career path through a government-backed scheme, focused on attracting outstanding female academics in Ireland and globally to avail of this unique opportunity to experience working within the higher education sector in Ireland.

The Senior Academic Leadership Initiative (SALI) aims to help achieve equality of outcome in the higher education sector. New and additional senior academic leadership posts have been funded in areas where:

- there is clear evidence of significant gender under-representation;
- where this appointment will have significant impact within the faculty/department/functional unit and the HEI;
- where they would be a proportionate and effective means to achieve accelerated and sustainable change within an institution.

These posts are new and additional to the sector, and they will be funded through new and additional funding provided specifically to help progress gender balance among academic staff at senior levels.



The key objective of this initiative is to attract **outstanding female applicants** both nationally and internationally. The initiative will also assist in increasing the number of women involved in the decision-making processes in the institutions, as advocated in the *EU Commission Strategy on Promoting Equality in Decision Making*. In securing posts under this initiative, Maynooth University has demonstrated its commitment to gender equality. Our institution has demonstrable plans for future developments in this area and has outlined the organisational and cultural initiatives in place to support the newly appointed staff.

In line with the objectives of the Higher Education Authority SALI Call 2019, applications from highly qualified female candidates will be prioritised within the boundary of what is legally permissible, in order to address their underrepresentation. In exceptional circumstances, applications from candidates who are in a minority or protected under Irish social legislation, or who also belong to an underrepresented minority in academic posts may be considered if the institution can clearly articulate reasons worthy of legal protection as to why they should be considered.

Additional information on the Senior Academic Leadership Initiative is available at Appendix 1.

The Role

Maynooth University is seeking to appoint an outstanding academic as Professor in the general area of Climate Change, with expertise in understanding impacts and policy responses (adaptation and/or mitigation). The successful applicant will contribute to, and strengthen, existing capabilities of the ICARUS climate research centre and Department of Geography. Applicants should have a clearly articulated and ambitious program of research and teaching that aligns with our aims of advancing fundamental understanding of past, present and future climate variability and change, and providing cutting edge analysis of future impacts, vulnerabilities and policy responses in line with strategic national and international priorities.

The recruitment of a high-profile academic to this strategic area of physical geography will augment our international reputation in research and teaching by drawing together, consolidating and building upon existing MU strengths in areas of climate science, hydroclimatology, biogeography, paleoecology, paleoclimatology, oceanography, adaptation and mitigation. Candidates who combine these areas of study with teaching skills and applications in GIS and/or Remote Sensing are also welcomed.

Maynooth University is committed to a strategy in which the primary university goals of excellent research and scholarship and outstanding education are interlinked and equally valued. Professors will be expected to provide significant intellectual leadership, through a demonstrated commitment to both education and research, and, also, to contribute to the effective leadership and management of the ICARUS climate research centre, Geography department, faculty and the university.

Principal Responsibilities

A Professor of the University is expected to:

- Be an international research leader and contribute to the advancement of knowledge in the field;
- Secure substantial external research funding from national and international sources;
- Provide leadership in research within the Department, Faculty and University;
- Promote excellence in teaching and learning, and encourage innovation in teaching and learning amongst staff;
- Contribute to the teaching of undergraduate and postgraduate students, including lecturing at all levels, consultations with individual students, and supervision of research students;



- Contribute to the development of the curriculum and academic programmes within the discipline and more generally;
- Assume responsibilities for management and administrative tasks associated with the Department, Faculty and University;
- Be an active member of the University and contribute to the work of the University in outreach, collaboration, internationalisation, engagement and policy development.

Professors of the University are required to serve as Head of Department or similar when requested to do so by the President.

The ideal candidate will have:

- An outstanding record of research, reflected in an excellent publication profile;
- An outstanding academic record as a university teacher and an educational innovator;
- A strong track record of external research funding;
- The capacity to offer strong academic leadership within the research centre, department, and across the University;
- Demonstrated management and administrative skills;
- Excellent interpersonal and communication skills;
- The ability to build effective relationships with a wide variety of internal and external colleagues;
- Demonstrated that they are eligible to be considered for the role under the Senior Academic Leadership Initiative.

The University

Maynooth University) is a very distinctive university, a collegial institution focused on science and engineering, humanities, and social sciences, and equally committed to research, teaching and community engagement. Located in Ireland's only university town, its distinctive features and character owe much to its unique history and heritage. It provides a high-quality educational experience to over 13,500 students on a campus with 18th century roots and 21st century dynamism.

The strategic trajectory and accomplishments of Maynooth University, in the twenty years since its establishment as an autonomous public university, are exceptional, and a source of great pride to the university community, staff, students and alumni. Maynooth University is now acknowledged to be one of the leading young universities in the world, ranked 43rd in the latest Times Higher Education (THE) 'Young Universities' list. Maynooth University's growing global reputation is based on the originality, quality, importance and impact of its research and scholarship, commitment to teaching and learning, the quality of academic programmes, and its leadership in widening participation in higher education. The sources of success are the dedication of its staff and the energy and engagement of its students.

Maynooth University is a place of lively contrasts – a modern institution, dynamic, rapidly-growing, research-led and engaged, yet grounded in historic academic strengths and scholarly traditions. With over 13,500 students Maynooth offers a range of programmes at undergraduate, postgraduate and doctoral level in the humanities, science and engineering and social sciences, including business, law and education. The University also offers a range of international programmes and partnerships.

Maynooth's unique collegial culture fosters an interdisciplinary approach to research, which its world-class academics bring to bear in tackling some of the most fundamental challenges facing society today. The University's research institutes and centres consolidate and deliver this impact as vibrant communities of learning, discovery and creation. Research at Maynooth also is very much central to its teaching and the University prides itself on placing equal value on its research and teaching missions.



Principles and Values

Maynooth University is committed to the following values:

- Scholarly rigour;
- Academic freedom;
- Integrity and ethical behaviour;
- Collegiality, transparency and trust;
- Equality, inclusiveness and social justice;
- Operational excellence, organisational flexibility and responsiveness;
- Dignity, respect and care for the individual.

Strategy 2018 - 2022

The University's Strategic Plan 2018-22 builds from a position of confidence. Maynooth University is a University with ambition, vision and values, a clear identity and sense of purpose, a history of achievement, and a future of considerable promise. The Strategy builds on the University's accomplishments and concentrates institutional energy and resources on further development of research and postgraduate education.

For more information please visit <http://www.maynoothuniversity.ie/about-us/university-strategic-plan>

Faculty and Research Institutes

The Faculty of Social Sciences comprises the Departments of: Adult and Community Education; Anthropology; Applied Social Studies; Design Innovation; Economics; Education; Froebel Department of Primary and Early Childhood Education; Geography; International Development; Law; School of Business; and Sociology. The role of the Faculty is to co-ordinate the academic activities of individual departments, to oversee the strategic development of departments and to support interdepartmental programmes. The University has also developed a number of interdisciplinary institutes to support excellent research and to build research capacity across disciplines.

The Department

The Department of Geography has around 30 staff and offers undergraduate and postgraduate degrees, based on its research strengths in many aspects of physical and human geography in a vibrant learning environment. The Department offers single and double honours undergraduate awards as part of the BA program at Maynooth University, and starting in 2020 we now offer a joint BSc award in Geography and Biology crossing faculties to provide training in this innovative and important interdisciplinary subject area. The Department also offers several MA and MSc programs, including an MSc in Climate Science. The Department has a strong emphasis on teaching innovation with several innovative climate-related participatory learning assignments having been published in the peer-reviewed literature. The Department has strong links to the Maynooth University hosted National Geocomputation Centre and National Institute for Regional and Spatial Analysis. The Department hosts the ICARUS Climate Research Centre.



The ICARUS Climate Research Centre

ICARUS is the leading national centre, and an internationally recognised centre for excellence, in climate change research.

The ICARUS director, Professor Peter Thorne holds prestigious roles, such as (i) coordinating lead author role with the Intergovernmental Panel on Climate Change, (ii) co-chair of a panel for the Global Climate Observing System. Other ICARUS members of staff hold roles in key national level activities. ICARUS staff members are the lead of or participate on several high profile EU Horizon 2020, Copernicus and various other nationally and internationally funded research projects over the last three years totaling in excess of 30 million euros.

The Centre currently hosts 16 Post-Doctoral Researchers/RAs, and 12 PhDs. Several additional research staff and PhDs are in the process of recruitment. Staff consistently publish research in the highest impact journals (Science, Nature, Nature Climate Change) and in 2020 had a combined output of 45 peer reviewed articles published in addition to book chapters and other publications. They have played a central role in guiding national policy on climate actions through roles in advising the Citizens Assembly, the Joint Oireachtas Committee on Climate Action and through positions on the Irish Climate Change Advisory Council.

Selection and Appointment

- Only shortlisted candidates will be invited to attend for interview;
- Candidates will be required to make a brief presentation to staff within the University as part of the selection process;
- Appointments will be made by the President based on the report of the selection board;
- It is anticipated that interviews will be held between **January 30th** and **February 28th, 2022**;
- The appointment is expected to be effective from **June 2022**.

Terms and Conditions

The appointment will be made at Professorial level, Professor A. The professorship will be a permanent appointment to the academic staff and subject to the Statutes of the University.

Equality and Diversity

Maynooth University values the enrichment that comes from a diverse community and seeks to promote equality, prevent discrimination and protect the human rights of each individual. To learn more about our commitment to Equality and Diversity, please read the Maynooth University [Equality and Diversity Policy](#). Additionally, as an [Athena SWAN Bronze Award](#) Institute, we are committed to advancing gender equality across the University.

We aim to reflect the diversity of the community we serve and welcome applications from all individuals, in particular from people underrepresented in our workforce.

Data Protection Law

Maynooth University will process any personal data provided by you in connection with an application for this role in accordance with the General Data Protection Regulation and the Data Protection Acts 2018.



If your application is successful and you accept an offer of employment at Maynooth University, then your personal data will continue to be processed in accordance with Maynooth University's Staff Data Privacy Notice.

Both the privacy notices and further information relating to data protection, including Maynooth University's other data protection policies and processes, can be viewed at <https://www.maynoothuniversity.ie/data-protection>

Salary

Professor A (Post 1995): €123,449 – €156,050 per annum (6 points)

Appointments will be made in accordance with the Department of Finance pay guidelines.

Application Procedure

As this is a dedicated Call under the Senior Academic Leadership Initiative it is an open competition for which both internal and external candidates will be eligible to apply.

Applicants will be required to submit a statement, not exceeding 300 words, outlining how they meet the stated objectives of Senior Academic Leadership Initiative, or detail any exceptional circumstances as to why they should be considered for this post, see section 3 of Appendix 1 for further details. The statement provided will form part of the initial eligibility screening process for this particular post.

Please note all applications must be made via our **Online Recruitment Portal** at the following link:

<https://www.maynoothuniversity.ie/human-resources/vacancies>

Applications must be submitted by the closing date and time specified below. Any applications which are still in progress at the closing time on the specified closing date will be cancelled automatically by the system.

A complete application requires the following to be submitted by the closing date:

- Applicants personal details;
- Curriculum Vitae;
- Cover letter;
- Statement, not exceeding 300 words, articulating why the candidate should be considered under the Senior Academic Leadership Initiative;
- A statement of proposed research (5 pages max)
- Qualification details;
- Reference details.

Closing Date:

23:30hrs (local Irish time) on **Sunday, 30 January 2022**

Maynooth University reserves the right to extend this deadline if necessary.

Late applications will not be accepted.



Maynooth University is an equal opportunities employer

The position is subject to the Statutes of the University

Appendix 1 – Details of the Senior Academic Leadership

Section 1: Introduction

1.2 Call for applications

Applications are invited from suitably qualified candidates for two new Professor posts under the Senior Academic Leadership Initiative (SALI) Call 2019, in line with the requirements set out in the Higher Education Authority (HEA) Call document; <https://hea.ie/assets/uploads/2019/06/FINAL-Call-document-2019-06-21.pdf>

This SAL Programme is managed by the Higher Education Authority (HEA), on behalf of the Department of Education and Skills (DES). Following a competitive process based on an annual Call for applications from higher education institutions (HEIs), the HEA approved two new and additional senior academic leadership posts for Maynooth University in the areas of:

- Computer Science
- Geography

to assist in accelerating gender balance at senior levels.

1.2 Background

Diversity is a key strength of Irish higher education. In recent decades our universities, institutes of technology, and colleges have been transformed, from predominantly national institutions catering primarily for school-leavers, to internationally oriented institutions engaged with an increasingly diverse student body, of all ages, backgrounds and gender identities.

Higher education legislation requires institutions to promote gender-balance among students and staff, and for the HEA to promote the attainment of equality of opportunity. The *HEA National Review of Gender Equality in Irish Higher Education Institutions (2016)* was an important first step in highlighting the gender inequality that existed at senior academic levels in our HEIs. The HEA Expert Group report outlined a number of recommendations for the HEIs, HEA, research funding agencies and other key stakeholders. However, since the publication of the HEA Expert Group report, progress has remained exceptionally slow.

The DES proposed that a targeted and proportionate positive action should be taken to accelerate the achievement of gender equality objectives. Such an approach is consistent with a range of Government strategies and policies including, for example:

- National Strategy for Women and Girls
- Equality Budgeting Initiative

The Gender Equality Taskforce identified significant measures that could accelerate progress in achieving gender equality in the Irish HEIs. Their Action Plan 2018-2020 encompasses a suite of initiatives to bring about sustainable organisational change and to empower a culture of gender equality in the HEI's for all staff, academic and professional, as well as management and support staff at all levels. Ambitious targets for the proportion of academic and professional, management and support staff of each gender to be in senior positions in 1, 3 and 5 years will be agreed with the HEA and monitored annually through the Strategic Dialogue process. Their report is available here; <http://hea.ie/assets/uploads/2018/11/Gender-Equality-Taskforce-Action-Plan-2018-2020.pdf>



The HEA Expert Group and Gender Equality Taskforce both recognised that in addition to the organisational and culture change initiatives needed, a significant targeted positive action initiative was required in order to effect change within a reasonable timeframe at the highest academic level in both sectors. Analysis of recruitment trends by the Gender Equality Taskforce highlighted that rate of change, over the period 2013 – 2017, at the most senior grades is slower than at other grades.

International evidence is that the establishment of new and additional gender-specific posts would be a proportionate and effective means to achieve rapid and sustainable change, and on that basis has the potential to be transformative for the higher education sector in terms of securing gender equality goals.

As part of the launch of the Gender Equality Taskforce Action Plan, it was also announced that a new Senior Academic Leadership Initiative (SALI) would be established.

Section 2

2.1 Objective of the Initiative

The Senior Academic Leadership Initiative aims to help achieve equality of outcome in the higher education sector. New and additional senior academic leadership posts have been funded in areas where:

- there is clear evidence of significant gender under-representation;
- where this appointment will have significant impact within the faculty/department/functional unit and the HEI;
- where they would be a proportionate and effective means to achieve accelerated and sustainable change within an institution.

These posts are new and additional to the sector, i.e. they are in addition to the existing Employment Control Framework (ECF), and they will be funded through new and additional funding provided specifically to help progress gender balance among academic staff at senior levels.

The key objective of this Initiative is principally to attract outstanding female applicants both from within the sectors currently and internationally. The Initiative will also assist in increasing the number of women involved in the decision-making processes in the institutions, as advocated in the *EU Commission Strategy on Promoting Equality in Decision Making*.

In securing the two posts under this initiative, our institution has demonstrated our commitment to gender equality. Our institution has also demonstrated plans for future developments in this area and has outlined the organisational and cultural initiatives in place to support the newly appointed staff.

While this Initiative gives priority to highly qualified female candidates within the boundaries of what is legally permissible, in order to address their underrepresentation; preferential consideration of female candidates is excluded if other reasons worthy of legal protection prevail. In exceptional circumstances, candidates who are in a minority or protected under Irish social legislation, or who also belong to an underrepresented minority in academic posts may be considered if the institution can clearly articulate reasons worthy of legal protection as to why they should be considered.

Section 3: Call criteria and application guidelines

3.1 Applicant eligibility

Two SALI posts have been approved for Maynooth University by the HEA and applicants can only be appointed within these specific areas.



Only applicants who are suitably qualified will be appointed. If applicants do not meet the normal competition rules for appointment at Professorship, then appointment will not be made.

This is a dedicated Call under the Senior Academic Leadership Initiative and is an open competition for which both internal and external candidates will be eligible.

In line with the objectives of the HEA SALI Call 2019, applications from highly qualified female candidates will be prioritised within the boundary of what is legally permissible, in order to address their underrepresentation. However preferential consideration of female candidates is excluded if other reasons worthy of legal protection prevail. In exceptional circumstances, applications from candidates who are in a minority or protected under Irish social legislation, or who also belong to an underrepresented minority in academic posts may be considered if the institution can clearly articulate reasons worthy of legal protection as to why they should be considered.

3.2 Applicant assessment process and guidelines

Normal Maynooth University recruitment procedures apply for appointment at Professor level.

In line with the HEA Expert Group recommendation 1.16, institutions are required to review the recruitment and assessment procedures currently being used to ensure that such processes are gender-proof. For example, institutions should consider how best to factor in time spent away from an academic career when asking for measurable outputs, e.g. asking applicants to identify their top 3–5 publications/outputs with no time limits would negate periods of time spent away from an academic career, however asking for the publications/outputs over the last 5 years would disadvantage someone who has spent time away from their academic career.

A key objective of the Initiative is to strengthen diversity at senior academic leadership level in Higher Education Institutions (HEIs) given the benefits that increased diversity would be expected to generate for HEIs as set out in the report of the Gender Equality Taskforce. Consequently, other capabilities and life experiences which have been acquired by applicants outside of the academic environment can be taken into account in assessing candidates, in so far as they are of importance for the suitability, performance and capability of applicants to perform senior academic leadership roles in higher education and to underpin the achievement of increased diversity at that level.

Section 4: Funding & Duration

The successful applicants will be permanent employees of Maynooth University under our standard terms and conditions.

